

PID: 15185

Application Date: 06/02/13 at 09:36 PM

**Beaufort County School District**

P. O. Drawer 309  
1300 King Street  
843.322.2300  
[www.beaufort.k12.sc.us](http://www.beaufort.k12.sc.us)

**Administrative  
Application****CONTACT INFORMATION**

Social Security Number: [REDACTED]  
Last Name: **Bornscheuer** First Name: **Joseph** Middle Initial: **Todd**  
Former Last Name(s):  
Present Address: [REDACTED]  
City: [REDACTED] State: [REDACTED] Country: **US** Zip Code: [REDACTED]  
Home Phone: [REDACTED] School/Business Phone: **(803)442-6100** Cell Phone: [REDACTED]  
E-Mail Address: **tbornscheuer@aiken.k12.sc.us** **OK**  
Permanent Address (if different than present address):  
City: [REDACTED] State: [REDACTED] Country: [REDACTED] Zip Code: [REDACTED]  
Permanent Phone: [REDACTED]  
Alternate / Emergency Contact:  
Name: [REDACTED] Address: [REDACTED] Phone: [REDACTED]  
How did you first learn about the Beaufort County School District? [REDACTED]

**ADDITIONAL INFORMATION**Date available for employment: **07/01/2013****Yes**

If presently employed, why do you wish to change jobs? **I have always wanted to live in the Beaufort/Bluffton area. The H.E. McCrackin Middle School position is one I believe to be a great match for my skills and experience. I honestly am not seeking a change from my current employment, aside from the possibility of this specific position.**

Are you currently under contract in a certified position with another school district in South Carolina? **Yes**

If Yes, please state school/department, type of contract, and state if you can be released from your contract: **I am under contract as principal of North Augusta High School in Aiken County. I can be released for any opportunity relating to the 2013-2014 school year.**

Have you ever been employed by the Beaufort County School District? **No**

If Yes, state position(s) and date(s): **N/A**

Are you legally authorized to work in the United States on a full-time basis? (If employed, you will be required to complete an Employment Eligibility Verification Form (Form I-9) and produce documentation of your identity and authorization to work.)

**Yes**

Can you perform the essential functions of the position? **Yes**

If no, what reasonable accommodations would be required to enable you to perform the job related responsibilities? **N/A**

Do you have any relatives employed by the Beaufort County School District? **Yes**

If yes, please provide name(s) and work location(s):

**Kimberly Waters at Port Royal Elementary School (sister-in-law).**

**EMPLOYMENT PREFERENCE(S)**

Administrative positions for which you have already applied in the last 30 days:

Administrative positions you are adding:

**00003179 - MIDDLE SCHOOL PRINCIPAL - H. E. McCracken Middle**

**EDUCATION**

Total number of Graduate Hours: **66**

Date From	Degree	Degree Date	College / University	Major	Minor
01/2000	Masters	05/2002	UNIVERSITY OF SOUTH CAROLINA	ADMINISTRATION (EDUCATION)	
			UNIVERSITY OF SOUTH	MATHEMATICS EDUCATION	

01/1997	Masters	12/1999	CAROLINA	(SECONDARY)	
01/1994	Bachelor	12/1995	FL - SOUTH FLORIDA, UNIV OF	MATHEMATICS EDUCATION (SECONDARY)	
01/1992	Associates	12/1993	FL - MANATEE JUNIOR COLLEGE	* NOT LISTED	
<b>CERTIFICATION / LICENSURE</b>					

List any other last name used on an official document, i.e., last name in teaching certificate:

Grade Level	Certification / Endorsement	Certification Type / Number	Issue Date	Expiration Date	State
Masters +30	SECONDARY PRINCIPAL	Professional / 182682	07/01/2006	06/30/2011	SC
Masters +30	SECONDARY SUPERVISOR	Professional / 182682	07/01/2006	06/30/2011	SC
Masters +30	MATHEMATICS	Professional / 182682	07/01/2006	06/30/2011	SC

#### WORK EXPERIENCE

Have you ever been dismissed from a position? **No**

Have you ever been asked to resign from a position? **No**

Have you ever resigned from a position because you were going to be fired? **No**

Have you ever resigned rather than face disciplinary action and/or nonrenewal by an employer? **No**

Have you ever been disciplined for any reason which resulted in suspension from work (with or without pay)? **No**

Has your educator's certificate ever been suspended or revoked? **No**

Details to YES answers:

N/A

#### Teaching / Supervisory / Administrative Experience

Do you have ANY Teaching / Supervisory / Administrative work experience? **Yes**

Total Years Administrative Experience: **11**

Total Years Teaching Experience: **6**

Date From - To: 07/2006 - 06/2010	Name of School / District: I Aiken	State: SC	Accredited: Yes
Grade / Subjects / Title: Principal			
Supervisor Name: Randy Stowe	Email:	Phone Number: (803)641-1000	
May we contact this supervisor:	If No, please explain:		
Reason for Leaving: I was promoted to a large high school principal position.			

Date From - To: 07/2002 - 06/2006	Name of School / District: I Aiken	State: SC	Accredited: Yes
Grade / Subjects / Title: Assistant Principal			
Supervisor Name: Warren Whitson	Email:	Phone Number: (803)645-7063	
May we contact this supervisor:	If No, please explain:		
Reason for Leaving: Promotion			

Date From - To: <b>08/1996 - 06/2002</b>	Name of School / District: <b>I Aiken</b>	State: <b>SC</b>	Accredited: <b>Yes</b>
Grade / Subjects / Title: <b>Mathematics/Basic to A.P.</b>			
Supervisor Name: <b>Henry Hair</b>	Email:	Phone Number: <b>(803)652-8100</b>	



May we contact this supervisor: \_\_\_\_\_ If No, please explain: \_\_\_\_\_

Reason for Leaving: **Promoted to Assistant Principal**

Date From - To: <b>07/2010 - 06/2013</b>	Name of School / District: <b>I Aiken</b>	State: <b>SC</b>	Accredited: <b>Yes</b>
Grade / Subjects / Title: <b>Principal</b>			
Supervisor Name: <b>Dr. Tim Yarborough</b>	Email: _____	Phone Number: <b>(803)641-2454</b>	
May we contact this supervisor: _____		If No, please explain: _____	
Reason for Leaving: <b>Currently employed.</b>			

Total Years Administrative Experience: **11**

Total Years Teaching Experience: **6**

### General Work Experience

Date From - To: <b>02/1998 - 02/2002</b>	Company: <b>US Coast Guard</b>	Address: <b>USCGC Kennebec Portsmouth, VA 00000</b>	
Position: <b>Boatswain's Mate 2nd Class (E5)</b>	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time	Number of Employees Supervised: <b>6-10</b>	Salary: <b>20,000</b>
Supervisor: <b>James Jones</b>	Title: <b>Chief (E7)</b>	Phone Number: <b>(000)000-0000</b>	Email: <b>n/a</b>
May we contact this supervisor: _____			
If No, please explain: _____			
Reason for Leaving: <b>Returned to college</b>			
Description of responsibilities and duties: <b>Supervised ships deck for construction of fixed aids to navigation, including towers and range markers; supervised crew of six; managed \$1,000,000 in ship's supply inventory.</b>			

### PROFESSIONAL REFERENCES

Name: **William Gallman** Title: **Deputy Superintendent, Ret'd.**

School / University / Company: **Aiken County Schools**

Work Phone: **(803)649-9490**

Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Name: **Elisa Sanders-Pee**

Title: **Principal**

School / University / Company: **New Ellenton Middle School**

Work Phone: **(803)652-8200**

Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

E-Mail Address: **espee@aiken.k12.sc.us**

Name: **Lynn Landis**

Title: **Principal**

School / University / Company: **Canal Winchester High School**

Work Phone: **(614)833-2157**

Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

E-Mail Address: **lplandis@canalwin.k12.oh.us**

Name: **Warren Whitson**

Title: **Principal (retired)**

School / University / Company: **Silver Bluff High School**

Work Phone: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Name: **Randall Stowe** Title: **Director of Admin. Services**  
School / University / Company: **Aiken Co. Schools**  
Work Phone: **(803)641-1000** Home Phone:  
Mobile Phone: E-Mail Address: **rstowe@aiken.k12.sc.us**

Name: **Collette Johnson** Title: **Principal**  
School / University / Company: **Silver Bluff High School**  
Work Phone: **(803)652-8100** Home Phone:  
Mobile Phone: E-Mail Address: **cjohnson@aiken.k12.sc.us**

#### **ADMINISTRATIVE EXPERIENCE / HONORS**

DESCRIBE IN DETAIL THE NATURE AND LENGTH OF ANY EXPERIENCE OR TRAINING IN YOUR PROFESSIONAL DEVELOPMENT WHICH WOULD EXEMPLIFY YOUR QUALIFICATIONS FOR SERVICE IN THE Beaufort County School District, (i.e., business, industrial or military training courses, seminars, professional certifications, or licenses).

**Chairman of Advance-Ed Accreditation Governance and Leadership Committee for district accreditation. Implemented highly successful freshman academies in two high schools. SAFE-T trained. Completed Learning Forward Leadership Program.**

LIST PROFESSIONAL MEMBERSHIPS (INCLUDING OFFICES HELD), HONORS RECEIVED, PUBLICATIONS, CIVIC AND COMMUNITY ACTIVITIES.

**Member National Association of Secondary School Principals 2013 "Excellent" in Improvement and Absolute ratings on school report card for first time in school history under my leadership. 2013 Palmetto Gold Schools recognition. 2012-2013 Dick and Tunky Riley School Improvement Award Honorable Mention at state level. 2008-2009 Red Carpet Schools Award under my leadership 2007-2008 Dick and Tunky Riley School Improvement Award finalist under my leadership 2000 Aiken County Teacher Forum Leadership Committee member 1999-2000 Aiken County School District Teacher Honor Council member Golden Key National Honor Society Member 1998-1999 Silver Bluff High School Teacher of the Year 1998-1999 Radio Shack Tandy Technology Scholar Teacher of the Year**

#### **AGREEMENT**

I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application to be employed or volunteer.

In connection with my application for employment, my continued employment, or in connection with my desire to engage in volunteer activities, I have been advised and I hereby consent and authorize Beaufort County School District and its agent, at any time during or subsequent to my application process, to conduct an investigative consumer report that may include, but are not limited to, a criminal record check, employment and education verifications, personal references; personal interviews; my personal credit history; and driving record. I do hereby consent to Beaufort County School District's use of any information provided on this form or during the application process in performing the investigative consumer report. Beaufort County School District has informed me that I have the right to review and challenge any negative information that would adversely impact a decision to offer employment or volunteer opportunities. I agree to release, indemnify and hold harmless Beaufort County School District and any reporting agency used with regard to any information reported by the reporting agency. According to the Fair Credit Reporting Act, I am entitled to know if employment or the opportunity to volunteer is denied because of information obtained from a consumer reporting agency. If so, I will be notified and given the name, address, and phone number of the agency which provided the information. In addition, I have been informed that I will have a reasonable opportunity to clear up any mistaken information reported within a reasonable time frame established within the sole discretion of Beaufort County School District. Under the Fair Credit Reporting Act, I have been advised that upon request I will be provided the name, address and telephone number of the reporting agency as well as the nature, substance and source of all information. I acknowledge that facsimile, copy or email shall be as valid as the original.

I hereby authorize Beaufort County Schools to conduct a personal and professional background check for the purposes of my application of employment/volunteering at Beaufort County Schools. Beaufort County Schools may contact any references, past and current employers, church, youth organizations, agencies where volunteer service has been completed, and any individual or organization which might be relevant to my desired position. I hereby release all of the above stated persons from any and all liability for damages that might occur during the Beaufort County Schools contact with the individuals for purposes of employment or volunteer services.

I understand that confidential information about a student may be shared with me. I further understand that any information about a student is not to be discussed with anyone other than teacher or other staff members responsible for the education of the student.

I also hereby give complete permission for Beaufort County Schools to conduct a criminal background check, arrest records check, abuse registry check, and driving record check for the purposes of employment/volunteering.



I waive any right that I may have to inspect any information provided about me by the persons previously mentioned. I have also read and understood the above stated information within this release and am signing below of my own free will.

I understand that a criminal background check will be conducted prior to and during my service. I authorize investigations of all statements contained within my application.

I agree to observe all of Beaufort County School's guidelines and policies.

I UNDERSTAND AND ACKNOWLEDGE THAT THE BEAUFORT COUNTY SCHOOL DISTRICT EXPECTS EMPLOYEES TO MAINTAIN A PROFESSIONAL RELATIONSHIP WITH STUDENTS AT ALL TIMES. NO EMPLOYEE WILL ENGAGE IN IMMORAL OR CRIMINAL CONDUCT OR COMMIT OR ATTEMPT TO INDUCE STUDENTS OR OTHERS TO COMMIT AN ACT OR ACTS OF IMMORAL OR CRIMINAL CONDUCT. IF IT APPEARS AN EMPLOYEE MAY HAVE VIOLATED THE LAW, THE DISTRICT WILL COOPERATE WITH THE LAW ENFORCEMENT AGENCIES.

I declare that I have not perpetrated physical abuse, sexual abuse, emotional abuse, or neglect against a minor or a vulnerable adult and that I have never been accused of these acts

I understand that I can withdraw my application from the employment/volunteer process at any time.

I understand and agree that false statements and/or omissions regarding past conduct and/or present situation may be grounds for denial to be employed or serve as a volunteer and that refusal to inform Beaufort County Schools of the contents of a sealed criminal record will result in the automatic denial of my employment/volunteer application.

Type "YES" if you agree to the above: **YES**

*The Beaufort County School District is an equal opportunity employer.*

## **JOSEPH TODD BORNSCHEUER**

*tbornscheuer@aiken.k12.sc.us*

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### ***EDUCATION***

- 05/02 Master of Education Degree, Administration  
University of South Carolina, Columbia, South Carolina
- 12/99 Master of Education Degree, Mathematics  
University of South Carolina, Columbia, South Carolina
- 12/95 Bachelor of Arts Degree, Secondary Mathematics Education  
University of South Florida, Tampa, Florida
- 12/93 Associate of Arts Degree  
Manatee Community College, Bradenton, Florida

### ***EXPERIENCE***

#### ***Principal, North Augusta High School, Aiken, South Carolina (7/10-current)***

Managed the day to day operation of a school of 1500 students; Managed a staff of 143 employees; Improved community involvement; Re-designed school safety plan; Implemented a variety of intervention strategies.

- Implemented a highly successful Freshman Academy with data for End of Course Testing, discipline and teacher survey available.
- Implemented a variety of interventions that resulted in the school's first "Excellent" rating for improvement and absolute categories on the state's school report card.
- Led the school's effort in implementing professional development and instructional changes related to Common Core Standards.
- Created a high-functioning School Improvement Council that was recognized as a top five finalist in the Dick and Tunky Riley
- Re-structured Advanced Placement programming to assist school transition from an International Baccalaureate School. Tripled the rate of Advanced Placement enrollment while maintaining school passing rate.
- Implemented nine career cluster-related NAHS Honors Academies with 48 graduates in year one.
- Improved parent, teacher and student survey areas on the state's school report card over three years in the following areas:
  1. Parents satisfied with the learning environment showed a three percent increase.
  2. Parents satisfied with home and school communications rose six percent.
  3. Teachers satisfied with the social and physical environment rose thirteen percent.
  4. Teachers satisfied with the school and home communications rose three percent.
  5. Students satisfied with the learning environment rose three percent.
  6. Students satisfied with the social and physical environment rose eleven percent.
  7. Students satisfied with school and home communication rose twelve percent.

#### ***Principal, Silver Bluff High School, Aiken, South Carolina (7/06—6/10)***

Oversaw the academic climate of the school; Established consistency between district and school goals; Improved democratic decision opportunities with the students, staff, faculty and community; Oversaw school-wide discipline; Oversaw creation of the master schedule and student placement; Implemented safety and emergency plans and established resources; Improved school and community relationships; Managed a staff of 78 employees.

## **JOSEPH TODD BORNSCHEUER**

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- Implemented the first successful Freshman Academy in Aiken County. MAP testing by ninth grade students showed the most growth in the county, the highest scores in the county, and all categories above the national norm, to include free and reduced lunch. HSAP passing rate was second and third highest in ELA and Math (respectively) in the district for the first year's class, far exceeding the demographic expectation for our school. Four additional district schools have modeled programs after Silver Bluff High School.
- Added two Advanced Placement courses and three honors-level senior courses without change in enrollment or allocation. This has resulted in overcoming the problem of "easy" course work by seniors with sixty additional seniors taking challenging curriculum.
- Created the school master schedule to accommodate Freshman Academy with a separate bell schedule, the addition of classes for repeating students and additional "singleton" offerings. Assisted other schools to create master schedules to accommodate great variety in programming.
- Selected to chair the district's Governance and Leadership Committee for Advanc-Ed Accreditation. Tied the district's vision to the school through the Strategic Plan and implementation of High Schools That Work.
- Led an emphasis on reading and writing across the curriculum which resulted in a tripling of the circulation in the school library. The reading "at-risk" program has far exceeded expectations, with students routinely reading beyond the required curriculum.
- Improved the school image through a number of measures including greater parent and community communication via Newsletters, the addition of an automated home calling system, the creation of "Community Information Night" to educate the community on a variety of topics and through the creation of an Academic Booster Club for increased parent involvement.
- Showed improvement on the School Report Card over my four year span as principal in the following areas:
  1. Students satisfied with learning environment showed a six percent increase;
  2. Parents satisfied with learning environment showed a ten percent increase;
  3. Students satisfied with social and physical aspects reflected a fourteen percent increase;
  4. Parents satisfied with social and physical aspects showed a fifteen percent increase;
  5. Students satisfied with home and school relations rose thirteen percent;
  6. Parents satisfied with home and school relations showed a twenty-two percent increase.

### ***Assistant Principal, Silver Bluff High School, Aiken, South Carolina (6/02-7/06)***

Created the master schedule; Managed bus, 9<sup>th</sup>, and 10<sup>th</sup> grade discipline and all other major discipline infractions; Managed textbook inventory and locker distribution; Created and supervised mentoring and tutoring programs for 9<sup>th</sup> and 10<sup>th</sup> grades; Supervised and evaluated teachers under ADEPT and Goals-Based Evaluation; Assisted the principal with day-to-day and long-term decision making.

- Created and maintained tutoring program successfully targeting first-attempt 10<sup>th</sup> grade students on the HSAP test; Contributed to team effort resulting in back-to-back Excellent Improvement and Overall ratings on the 2002, 2003, and 2004 school report card.
- Automated textbook delivery system for the school, resulting in greater efficiency, increased accountability for students, and approximately \$5000 in cost-savings; Presented textbook system to Aiken County administrators and facilitated implementation and troubleshooting for start-up in several other schools.
- Organized and managed "Early Registration" process where 620 of 890 students paid fees, received schedules, books, lockers, and parking permits nearly a month prior to the regular registration date.
- Spearheaded an initiative to address freshman transition issues; Educated faculty and school board regarding statistical data from previous freshman class; Formed "Freshman Focus Committee" of



## **JOSEPH TODD BORNSCHEUER**

### ***Page Three***

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- teachers of freshmen; Sent freshman teachers to classroom management and motivation seminars; Assisted in creation of “Freshman 101” class; Revamped freshman mentoring program; Planned activities for teachers of freshmen to improve teacher communication and morale.
- Fostered positive spirit of faculty and staff through recognition and morale-boosting events (movie night, tailgate parties, attendance and other positive recognitions).

#### ***Mathematics Teacher, Silver Bluff High School, Aiken, South Carolina (8/96-6/02)***

Taught Advanced Placement Statistics, Honors Precalculus, Algebra I and Mathematics for Technology I and II; Taught SAT preparation class and A.P. Statistics via. video-conferencing to schools in Aiken County; Supervised after school tutoring program for all levels of high school mathematics; Instructed students assigned to the alternative school program.

- Invited and presented teacher’s perspective on video-conferencing to an audience of school superintendents nation wide, State Department of Education representatives, and technology directors.
- Coached SAT academic team to a regional championship and 2<sup>nd</sup> place in lower-state.
- Assisted 15 of 16 students in the A.P. Statistics class to pass the A.P. exam in the Spring of 2002; Had a success rate of 29 of 39 students passing in three years.

#### ***Student Teacher, Silver Bluff High School, Aiken, South Carolina (8/95-12/95)***

Taught Honors Precalculus, Geometry, Algebra I and Pre-Algebra under cooperating teacher.

#### ***Assistant Mgr., Blockbuster Video, Aiken, SC (12/95-8/96); Bradenton, FL (2/93-8/95)***

Worked full-time while attending college; Managed staff; Trained new management staff; Maintained store inventory; Prepared daily reports.

#### ***US Coast Guard, Petty Officer 2<sup>nd</sup> Class (E-5) Boatswain’s Mate (02/89-02/93)***

Acted as: Ship’s Safety Officer; Boat Crewman/Coxswain; Boarding Officer; Officer of the Deck; Assistant Training Officer; Ship’s Emergency Medical Technician; Buoy Deck Supervisor.

## **HONORS**

- 2012-2013 Palmetto Gold Award Recipient for the first time in school history.
- 2012-2013 Dick and Tunkey Riley State Honorable Mention for School Improvement.
- 2008-2009 Red Carpet Award Winner (first and only Aiken County High School to be recognized)
- 2007-2008 Dick and Tunkey Riley School Improvement Award Finalist (one of thirteen and the only high school in the state to be recognized)
- 2000 Aiken County Teacher Forum Leadership Committee Member
- 1999-2000 Aiken County School District Teacher Honor Council Member
- 1998-1999 Radio Shack Tandy Technology Scholars Outstanding Teacher
- 1998-1999 Silver Bluff High School Teacher of the Year.
- Received United Way Grants totaling \$15,000 to facilitate Aiken County development of Natural Helper Program to provide students with conflict resolution skills.
- Awarded \$2000 EIA grant.
- Highlighted in [The Augusta Chronicle](#) Teacher Profile.
- Golden Key National Honor Society member, University of South Florida.
- Phi Delta Kappa International member, University of South Carolina-Aiken Chapter

## **REFERENCES**

Available upon request

Record Number	Emp	Name	Type Description	Area	Area Description	Level	Certification #	Effective	Expires
1	316397	BORNSCHEUER, JOSEPH T	PROFESSIONAL	10	MATHEMATICS	MA30	182682	07/01/2016	06/30/2021
2	316397	BORNSCHEUER, JOSEPH T	PROFESSIONAL	72	SECONDARY PRINCIPAL	MA30	182682	07/01/2016	06/30/2021
3	316397	BORNSCHEUER, JOSEPH T	PROFESSIONAL	74	SECONDARY SUPERVISOR	MA30	182682	07/01/2016	06/30/2021

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT

**JOSEPH BORNSCHEUER**

Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 Days** during the **2019 – 2020** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. § 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410, et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or his/her agent, pursuant to **S.C. Code § 59-25-420 by May 15, 2019**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

Employee

Date

Herbert M. Berg

Dr. Herbert M. Berg, Superintendent



STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT

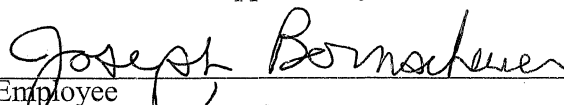
**JOSEPH BORNSCHEUER**

Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 Days** during the **2018 – 2019** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. § 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410, et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or his/her agent, pursuant to **S.C. Code § 59-25-420 by May 10, 2018**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

  
Employee

4/6/18  
Date

  
Jeffrey C. Moss, Ed.D, Superintendent

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT

**JOSEPH BORNSCHEUER**

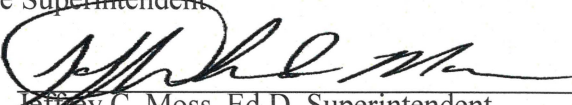
Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 Days** during the **2017 – 2018** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. § 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410, et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or his/her agent on or before **April 25, 2017**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

  
Employee

  
Jeffrey C. Moss, Ed.D, Superintendent

Date

4/10/17



STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT

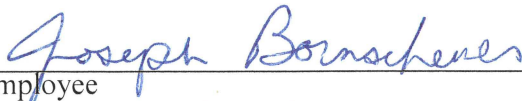
**JOSEPH BORNSCHEUER**


Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 Days** during the **2016 - 2017** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. § 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410, et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or his/her agent on or before **April 25, 2016**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

  
Employee

  
Jeffrey C. Moss, Ed.D, Superintendent

Date

4/8/16



STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT

**JOSEPH BORNSCHEUER**

Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 Days** during the **2015 – 2016** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **Policy HRS-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410 et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or his/her agent on or before **April 25, 2015**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

Joseph Bornscheuer  
Employee

4/9/15  
Date

Jeffrey C. Moss  
Jeffrey C. Moss, Ed.D, Superintendent

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT


JOSEPH BORNSCHEUER

Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 Days** during the **2014 – 2015** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

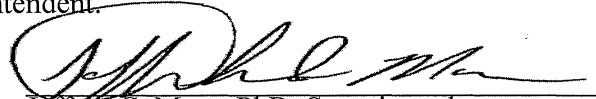
1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **Policy HRS-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410 et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or her agent on or before **April 25, 2014**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

  
Employee

Date

4/8/14

  
Jeffrey C. Moss, PhD, Superintendent

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

CERTIFIED ADMINISTRATIVE  
EMPLOYMENT CONTRACT

**JOSEPH (TODD) BORNSCHEUER**

Name of Employee

This is to notify you of your employment as a/an **ADMINISTRATOR** for **260 days** during the **2013 – 2014** School Year. The following conditions of employment have been stipulated by the Beaufort County School District Board of Education and are hereby a part of this contract:

1. The Employee shall maintain throughout the life of this contract a valid and appropriate certificate for the position specified. Failure to maintain professional qualifications during the contractual period shall constitute grounds for termination of the contract. Proof of these qualifications shall be filed with the District Office.
2. The Employee agrees to discharge faithfully all duties and responsibilities imposed upon him/her by the rules and regulations of South Carolina and the District.
3. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **Policy H-30: Professional Staff Reduction in Force**.
4. The Employee shall receive a performance evaluation in accordance with District policy. This evaluation, if conducted during the term of this contract, shall be conducted by the Superintendent or the Superintendent's representative and shall be based in part upon a written instrument approved by the Superintendent and reviewed with the Employee. The Superintendent or her representative shall confer with the Employee concerning the evaluation received and reasons therefor. The Employee shall be given an opportunity to respond to the evaluation in writing.
5. The District's administrative assignments are discretionary with the Superintendent. In the event of any change in the District's organizational chart, reduction in force, or whenever it is deemed in the best interest of the District, the Superintendent may reassign the Employee. Further, the District reserves the right to make reassignments, upon notice to and consultation with the affected employee, consistent with S.C. Code Ann. 59-24-15, as amended.
6. This contract shall be terminated by:
  - (a) mutual agreement of the parties;
  - (b) discharge for cause consistent with S.C. Code Ann. § 59-25-410 et seq., as amended; or
  - (c) death.
7. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good and just cause for its withdrawal.
8. If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or her agent on or before **JUNE 15, 2013**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

Joseph Todd Bornscheuer  
Employee

Date

6/17/13

Jacqueline M. Roseman  
Acting Superintendent